

ALTA CARE GROUP

Job Duties and Requisite Work Skills

T.O. Position Number:

F.T.E.

Division: Behavioral Healthcare

Position Series/Service Area: Line Staff/Client Care

Position Category: Case Management

Job Description Effective Date: 12/06/2017

Worker Name:

Credentials:

FSLA Exempt Status: Yes No

Working Title: Therapeutic Behavioral Support Staff

Effective Date:

Clinical Supervisor: _____ **Date:** _____

Administrative Supervisor: _____ **Date:** _____

Worker Signature: _____ **Date:** _____

GENERAL RESPONSIBILITIES

Delivery of Therapeutic Behavioral Support services to Alta Behavioral Healthcare clients according to Alta practices and procedures.

SPECIFIC ESSENTIAL FUNCTIONS OF THE JOB

Code 1-99	Major Area	Letter A-Z	Specific Responsibilities
1.	Therapeutic Behavioral Services	A.	<p>Provision of Therapeutic Behavioral services to Alta clients. Delivery of this service may require varying caseload restrictions based upon the complexity of and/or seriousness of the client's emotional disorder, as well as environmental circumstances. Such services shall include:</p> <ol style="list-style-type: none">1. Assessment of Impairment<ol style="list-style-type: none">a. Screen referred clients as to appropriateness for Therapeutic Behavioral Support Services.b. Determine nature and level of social, developmental, and other impairments of identified child through:<ol style="list-style-type: none">1. observation in school, home, and other settings2. conducting of formal and informal assessments.3. determine nature and needs of child and family for social, mental health, welfare, and other interventions through methods including, but not limited to:<ol style="list-style-type: none">a. conducting home visits and family interviews.b. collecting and reviewing previous care records.c. consultation with other service providers.4. Coordination of necessary evaluations and assessments by Mental Health and other professionals.2. Treatment Planning<ol style="list-style-type: none">a. Develop an individualized strength based plan for each client.b. Review each client's plan at least every 120 days, updating as necessary. Present all cases and treatment plans to Department Director/Supervisor for signature and review every 90 days.

- c. Participate as needed and appropriate in the development of the child's mental health I.S.P.
 3. Assisting the individual and family members or other collaterals to identify strategies or treatment options associated with the individual's mental illness.
 4. Developing and providing solution focused interventions and emotional and behavioral management drawn from evidence-based psychotherapeutic treatments.
 5. Rehabilitation and support with the restoration of social and interpersonal skills to increase community tenure, enhance personal relationships, establish support networks, increase community awareness, develop coping strategies, and promote effective functioning in the individual's social environment including home, work, and school.
 6. Assisting the individual to restore daily functioning specific to managing their own home including managing their money, medications, and using community resources and other self-care requirements.
 7. Assisting the individual with effectively responding to or avoiding identified precursors or triggers that would risk their remaining in a community setting or that result in functional impairments, including assisting the individual and family members or other collaterals with identifying a potential psychiatric or personal crisis, developing a crisis management plan, and/or, as appropriate, seeking other supports to restore stability and functioning.
2. Record Maintenance
 - A. Develop a Consultation Checklist and Action Plan for each consultation service location, collect all required data pieces as necessary for program evaluation and reporting purposes. Enter all data pieces into Alta or funding source web-systems as required.
 - B. Securing necessary releases of information to perform Therapeutic Behavioral services from schools and/or parents.
3. Support to the Agency
 - A. Assist the Clinical Director and/or Department Coordinator in collecting and compiling objective data so as to accurately assess success of services as they relate to targeted service outcome goals.
 - C. If requested, assist in refining criteria for referrals to the Therapeutic Behavioral Support service.
 - D. Attend and participate in regularly scheduled and other supervision activities.
4. M.I.S. Time Accounting
 - A. Maintain and file on a timely basis accurate time accounting as required by Alta's management information system to account for employee's activities and for billing purposes.
5. File Management
 - A. Maintain accurate and detailed file records as required by Alta's policies as they apply to the documentation of services and maintenance of CQPI Standards for Therapeutic Behavioral Support Services.

WORK RELATIONS/CHARACTERISTICS

1. Efficient use of time.
2. Prompt completeness of assigned tasks.
3. Thoroughness in carrying out job responsibilities.
4. Understand and conform fully to professional ethical standards.
5. Maintain flexibility in adjusting to Alta and external policy changes.
6. Maintain considerate interaction with colleagues and supervisors which respect the rights of others and fosters their confidence and cooperation.
7. Initiative in carrying out job responsibilities.
8. Loyalty to Alta interests.
9. Analytic and organized approach to problem solving.
10. Effectiveness in meeting position/Alta productivity requirements as applicable.

SPECIFIC ESSENTIAL CONDITIONS OF EMPLOYMENT

1. Physical ability, with reasonable accommodation if necessary, to perform specific responsibilities included in the job description.
2. Ability to write legibly and operate phone equipment, with reasonable accommodation, if necessary.
3. Ability to provide transportation for self as needed.
 - A. Possess a valid Ohio Driver's License.
 - B. Current auto liability insurance to the limits required by the Ohio Department of Motor Vehicles.
4. Citizen of the United States.
5. Absence of past criminal activity which would bring into question Alta professional and personal integrity as it applies to position responsibilities.
6. Ability to perform clinical interventions at sites/locations, and at times based on needs of the client.
7. Flexibility in adjusting work schedule, days and hours as necessary to fulfill the responsibilities of the position.

MINIMUM QUALIFICATION

1. Associate's Degree and/or prior experience in early childhood setting or behavior management preferred.

PREFERRED QUALIFICATIONS

1. Bachelor's and Master's Degree, preferably in a Mental Health related field.
2. Specific Therapeutic Behavior Support work history.
3. Previous experience in working with children in a mental health setting.